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Aging of Justice Personnel

by Mathieu Charron, Racha Nemr and Roxan Vaillancourt

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Symbols page

. not available for any reference period

.. not available for a specific reference period

... not applicable

0 true zero or a value rounded to zero

0^s value rounded to 0 (zero) where there is a meaningful distinction between true zero and the value that was rounded

^{p} preliminary

^{r} revised

x suppressed to meet the confidentiality requirements of the *Statistics Act*

^{E} use with caution

F too unreliable to be published

Aging of justice personnel: Highlights

- The number of justice workers increased by almost 60,000 between 1991 and 2006, representing a growth of close to 20%. This is slightly higher than the increase for all workers in the country, which was 14% over the same period.
- While the median age of justice personnel was similar to that of the Canadian labour force as a whole (41 years), a greater proportion of justice workers were aged 50 and older (30%).
- In 2006, nearly 80% of police officers were between 25 and 49 years of age; in comparison, the corresponding proportion for the Canadian labour force as a whole was only 57%.
- In 2006, more than one quarter of private security officers (27%) were in their twenties or were aged 55 and older (25%).
- The median age of court personnel increased from 36 years in 1991 to 43 years in 2006. This marked growth can be explained by the fact that the number of court workers younger than 40 declined by 20%, while that of workers aged 40 and older rose by 91%.
- The growth in the number of correctional services workers (18%) was slightly higher than that of the Canadian labour force as a whole (14%).

Aging of justice personnel

by Mathieu Charron, Racha Nemr and Roxan Vaillancourt

Between 1966 and 2006, the median age of the Canadian population rose from 25 to 40 years (Martel and Caron-Malenfant, 2007) as a result of a drop in the fertility rate and an increase in life expectancy. This significant aging raises numerous issues in Canada, particularly in terms of the renewal of the population in general and the labour force in particular.

With the large cohort of baby boomers reaching retirement age, Canada's ability to maintain its labour force could be compromised. The purpose of this paper is to provide a demographic portrait of justice-related occupations and their evolution between 1991 and 2006.

First, the situation for all justice personnel will be described, then four groups will be analysed in more detail: police officers,[1] private security personnel,[2] court personnel[3] and correctional services personnel.[4] Most of the data analysed are from the 1991, 1996, 2001 and 2006 Censuses of population, and some complementary information from other sources is also used. The census data used in this report are available in table format at the end of the document. Results presented in this document summarize the trends observed across Canada and may not reflect provincial trends.

Justice workers have been divided into categories according to the Standard Occupational Classification (SOC 1991). All workers in the labour force were taken into account. The labour force includes all people aged 15 and older who were employed or unemployed during the week prior to Census Day. The terms 'personnel' and 'workers' are used in this paper to refer to members of the labour force who are part of a specific occupational group.

Justice personnel experience growth comparable to all Canadian workers

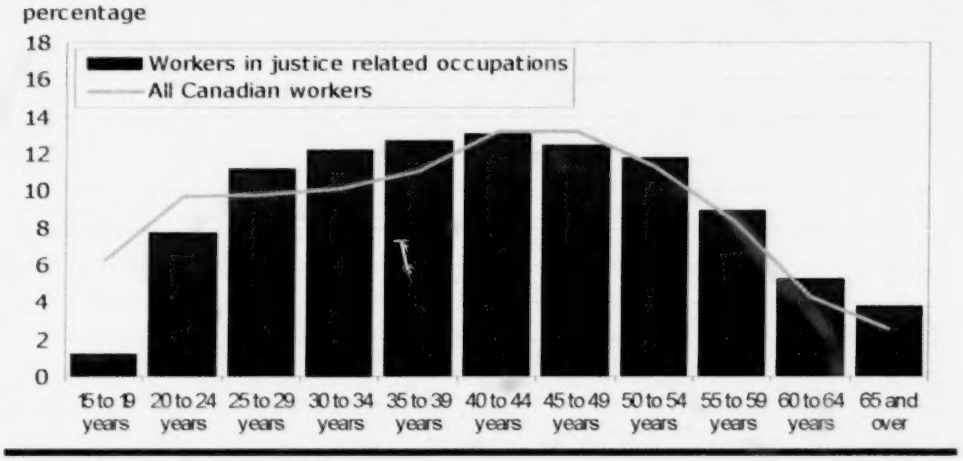
The number of people in justice-related occupations increased by almost 60,000 between 1991 and 2006, or close to 20%, which is slightly higher than the 14% growth observed for all workers in the country (including justice personnel) during the same period. Virtually all of the increase in justice personnel during the study period occurred after 1996. In 1991, as in 2006, justice workers represented about 2% of all Canadian workers.

In 2006, the median age of justice personnel was comparable to that of the Canadian labour force as a whole (41 years). In general, the age of workers increased at a pace comparable to that of all Canadian workers.

1. The **police officers'** group includes commissioned police officers (A351) and police officers (G611).
2. The **private security personnel** group includes security guards and related occupations (G631) and other protective service occupations (G625).
3. The **court personnel** group includes legal secretaries (B212), court recorders and medical transcriptionists (B214), court officers and justices of the peace (B317), court clerks (B543), judges (E011), lawyers and Quebec notaries (E012), paralegal and related occupations (E211) and sheriffs and bailiffs (G621).
4. The **correctional services personnel** group includes probation and parole officers and related occupations (E025) and correctional service officers (G622).

While the median age of people in justice-related occupations is similar to that of Canadian workers as a whole, their age structure is slightly different. Most justice-related occupations require specific qualifications (Goudreau, 2002), and because of these educational requirements, only a small proportion of these workers are younger than 25, while many are aged 50 and older (Chart 1). This difference is offset by the large cohort of justice personnel aged 25 to 39, who make up almost one third of all persons in justice-related occupations. All in all, justice personnel maintain a median age comparable to that of all workers in Canada despite their educational requirements because there are many young workers under 40 years of age.

Chart 1
Age structure of justice personnel, 2006



Source: Statistics Canada, 2006 Census.

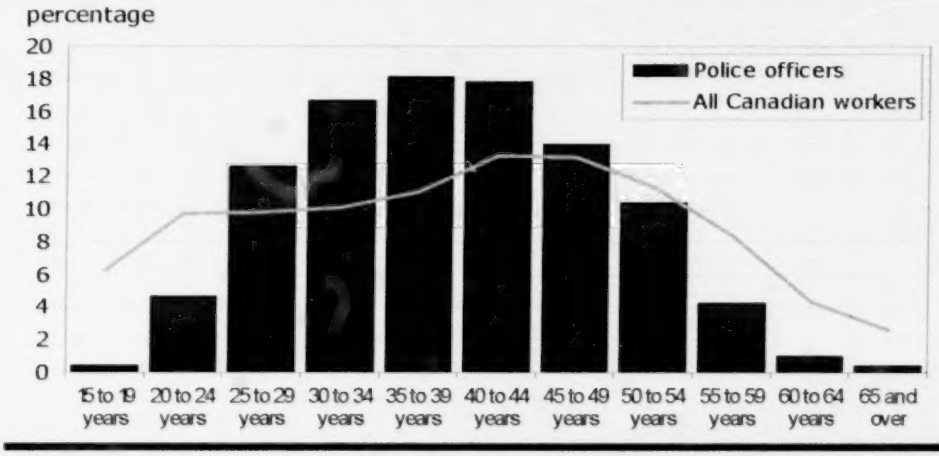
Most police officers between the ages of 25 and 49

The number of police officers decreased by 1,645 between 1991 and 1996, then grew by 9,040 between 1996 and 2006. This variation was reflected in the number of officers per 100,000 population, which declined from 202.5 in 1991 to 183.5 in 1996, then increased to 191.3 in 2006 (Canadian Centre for Justice Statistics, 2008).

Overall, the median age of police officers has increased less markedly than that of Canadian workers as a whole. More specifically, the median age of police officers grew by only 2 years from 1991 to 2006, while the median age of all Canadian workers increased by 5 years.

Compared to the age structure of the entire Canadian labour force, police officers showed a heavy concentration between the ages of 25 and 49. In 2006, almost 80% of police officers were in this age group, while this proportion was 57% for the total Canadian labour force (Chart 2). Relatively few police officers were younger than 25 or older than 49.

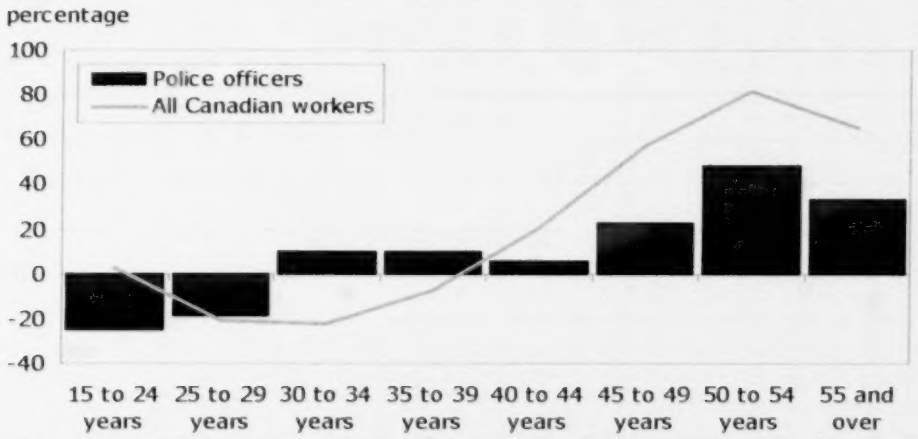
Chart 2
Age structure of police officers, 2006



Source: Statistics Canada, 2006 Census.

The level of education police officers are required to have when they are hired has been increasing steadily (Steering Committee for the Human Resources Study of Public Policing in Canada 2000; Johnson et al., 2007). This may be the reason for the small proportion of police officers under 25 years of age (Chart 3).

Chart 3
Growth in police officers by age group, 1991 to 2006



Sources: Statistics Canada, 1991 and 2006 censuses.

As previously mentioned, the vast majority of police officers were between 25 and 49 years of age in 2006. Indeed, almost half (47%) were between 25 and 39 in 2006, with a slight increase of 2% in this age group between 1991 and 2006. This growth may appear to be small but it is significant given that, during this same period, the large baby boomer cohort moved from the 25 to 39 age group in 1991, to the 50 to 64 age group in 2006. For the country as a whole, the number of workers aged between 25 and 39 fell by 17% between 1991 and 2006.

There were relatively few workers aged 50 and older among police officers (16%) compared with the Canadian labour force as a whole (27%). This is because most police departments offer full pensions after 25 years of service, which encourages police officers to retire at a younger age (Steering Committee for the Human Resources Study of Public Policing in Canada, 2000). Despite the small proportion of police officers aged 50 and older, their numbers increased by 75% between 1991 and 2006, which is comparable to the increase in the same age group among all Canadian workers.

Workers in their forties accounted for one third of police officers in 2006. Given that many police officers retire at a relatively young age, it can be assumed that many of these workers are approaching retirement age. The proportion of police officers in their forties remained relatively steady between 1991 (31%) and 2006 (32%).

Like their age structure, the work of police officers has changed since 1991. The number of *Criminal Code* incidents has fallen sharply in recent years. In 2006, there were 41.1 incidents per police officer compared to 51.1 in 1991 (Johnson et al., 2007). Much of the drop in the number of criminal incidents is due to a 32% decline in the number of property incidents between 1991 and 2006. During this same period, the number of violent incidents rose 4%.

These data provide only a very limited picture of the actual workload of police officers. According to the Steering Committee for the Human Resources Study of Public Policing in Canada (2000), criminal incidents are becoming more complex with the development of international crime organizations and cybercrime, for example. An increasing number of police investigations require a lot of work, and crime prevention, community policing, and the need to adapt to changes in the legal system and to the greater diversity of the Canadian population are expanding the duties of police officers. Again, according to the Steering Committee for the Human Resources Study of Public Policing in Canada (2000), the requirement of a higher level of education from new recruits is related to the increased diversity and complexity of the tasks expected from police officers.

The physical nature of police officers' work has always meant that few of them continue in their profession beyond age 55. The aging of the labour force and the increased educational requirements at recruitment represent obstacles to the renewal of this workforce. In light of these major challenges and the essential nature of the work of this group, managers in this field have had to seriously consider renewal of their workforce and to adjust their human resource practices (Police Sector Council, 2006).

Many baby boomers who were police officers have already retired, which releases this occupational group from one of the pressures still weighing on others. However, the main challenge in the short term relates to workers between 40 and 50 years of age, who account for almost one third of all police officers and who could be retiring in the near future. Retention of some members of this age group is crucial to ensuring management functions and mentoring of younger and less experienced workers (Johnson et al., 2007).

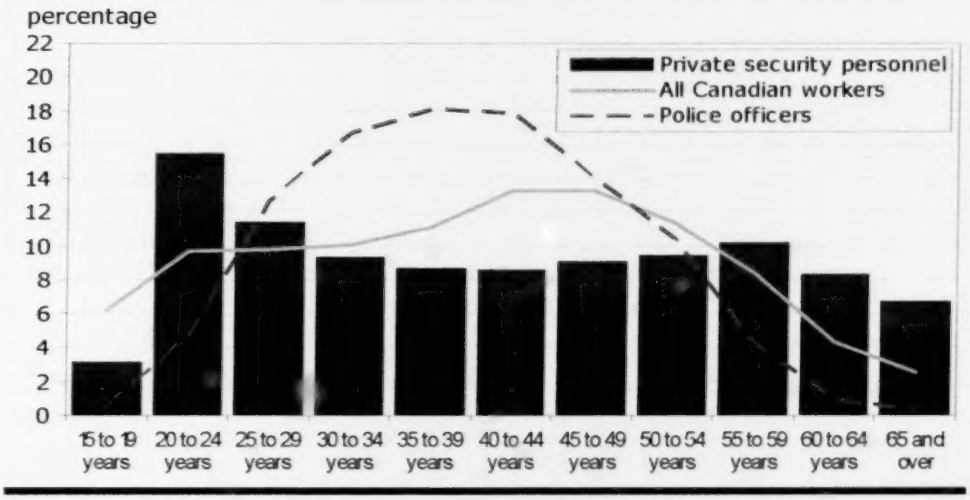
Many private security officers are younger or older

While private security officers may perform many police-like functions, they act on behalf of their employer, and not necessarily on behalf of the public (Li, 2008). Their role is determined by their client's needs. Security guards and private investigators form the core of this group of workers.

Since 1991, private security personnel have experienced more rapid growth (19%) than police officers (12%). Results from the 2006 Census show that there were about three private security officers for every two police officers.

The age structure of private security personnel is quite different from that of police officers (Chart 4). In 2006, workers in their twenties accounted for over one quarter of private security officers (27%) but only one sixth (17%) of police officers. There was also a higher proportion of workers aged 55 and older among private security officers (25%) than among police officers (6%). In contrast, workers aged 30 to 49 accounted for only one third (36%) of private security officers but two thirds of police officers (66%).

Chart 4
Age structure of private security personnel, police officers and Canadian workers, 2006



Source: Statistics Canada, 2006 Census.

These differences could be due to the similarity between the duties of private security officers and police officers (surveillance, maintenance of order and law enforcement). Work experience as a security guard can facilitate being hired as a police officer (Johnson et al., 2007). Similarly, many retired police officers may be able to continue their careers as private security officers (Rigakos, 2002).

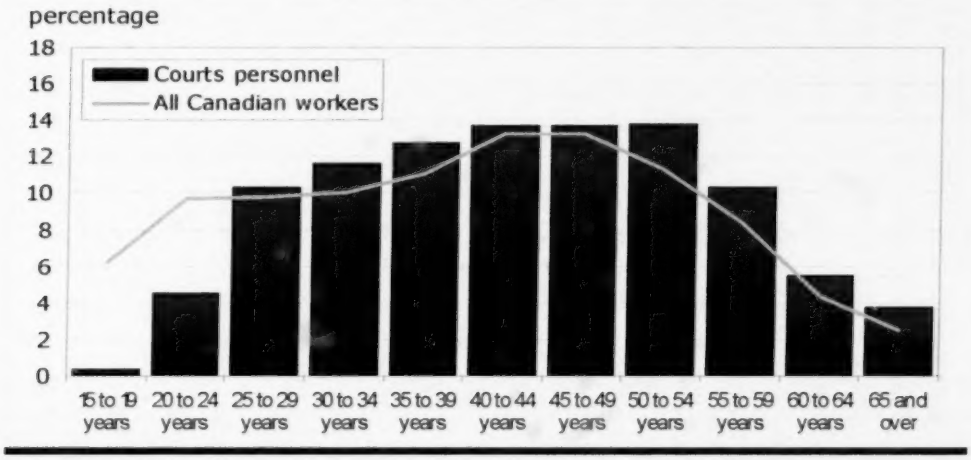
Court personnel aging most rapidly

Court personnel covers occupational groups that are quite distinct in terms of their duties and their demographic structures. Canadian courts cover a wide range of jurisdictions (federal, provincial, municipal) and specialize in various fields (criminal, civil, family, small claims, etc.). This diversity produces many trends with respect to workload and human resources.

In general, it appears that the courts systems are becoming more complex (Benyekhlef et al., 2006). As an example, the increase in the number and the diversity of services provided by courts (notably in terms of accessibility), the integration of technological changes (such as the conversion of documents to electronic format) and the creation of new specialties (such as media relations specialists) increases the need for workers to ensure the proper operation of the courts (Benyekhlef et al., 2006). These requirements are likely a factor in the 24% increase in the number of court workers since 1991.

Overall, the median age (43 years) of court workers is higher than that of Canadian workers as a whole (41 years). In the court workers' group, only 1 person in 20 is under the age of 25, while in the Canadian labour force, 1 worker in 6 is in the same age group (Chart 5). Workers in all other age groups account for a higher proportion among courts workers than among Canadian workers as a whole. This is possibly due to the fact that most of the tasks performed by court workers require a level of expertise that is only rarely achieved by young workers. In 2006, for example, barely 1% of lawyers and notaries were under 25 years of age.

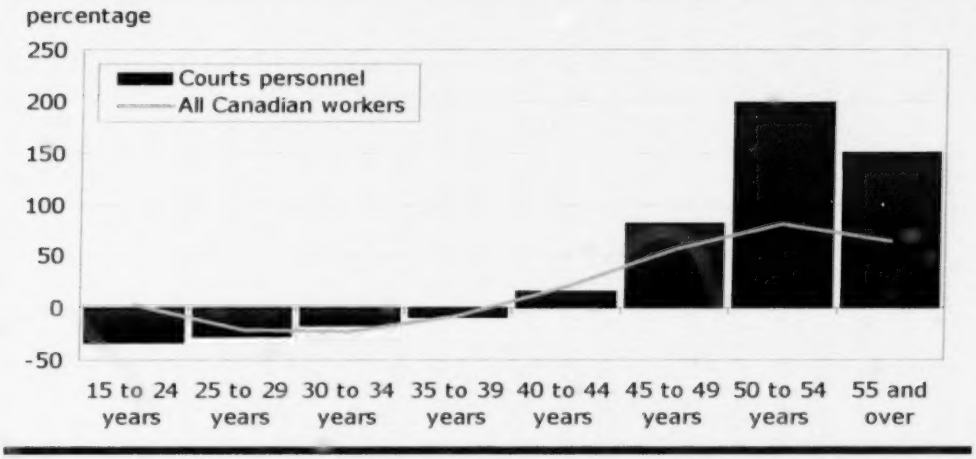
Chart 5
Age structure of court personnel, 2006



Source: Statistics Canada, 2006 Census.

The median age for all court personnel rose from 36 years in 1991 to 43 years in 2006. This seven-year increase is greater than that for Canadian workers as a whole, whose median age climbed from 36 years to 41 years. This rapid increase in median age stems from the fact that the number of court personnel under 30 years of age fell 29% between 1991 and 2006, a marked decline compared to that of all Canadian workers under age 30 (–8%). In contrast, the number of justice workers in their fifties tripled during the same period, while for the Canadian labour force in general, this number did not quite double (Chart 6).

Chart 6
Growth in court personnel by age group, 1991 to 2006



Source: Statistics Canada, 1991 and 2006 censuses.

At 39 years, paralegals represented the group of court personnel with the lowest median age in 2006. In addition, their numbers having increased by 20,700, they were the group with the strongest growth (130%). Only lawyers and notaries recorded stronger growth in absolute numbers (22,045). It is possible that the substantial increase in these two groups is related to the fact that cases before criminal courts are increasingly complex (Marth, 2008; Thomas, 2008) and thus require more work.[5] The increased complexity of criminal cases may also apply to other types of cases.

In 2006, most court worker groups had a median age in the forties (Text table 1). Judges were clearly the oldest group with a median age of 58 years. This situation is due to the fact that the duties performed by judges require extensive experience in the legal system and a reputation which is usually acquired after many years of practice. In 1991, the median age of judges was also very high at 56 years.

5. The complexification of cases is measured by the increase in the number of multiple-charge cases (Marth, 2008; Thomas, 2008).

Text table 1
Number and age of court personnel, 1991 and 2006

	1991	2006	Growth from 1991 to 2006	1991	2006
	number		percentage	years (median age)	
All Canadian workers	**14,474,940**	**16,498,525**	**14**	**36**	**41**
All court workers	**129,640**	**160,385**	**24**	**36**	**43**
Lawyers and Quebec notaries	53,060	75,105	42	38	44
Paralegals and related workers	15,980	36,680	130	33	39
Legal secretaries	44,055	27,585	-37	33	44
Court recorders and medical transcriptionists	5,440	7,765	43	36	46
Court officers and justices of the peace	3,250	4,555	40	45	47
Court clerks	3,175	3,395	7	37	43
Judges	2,250	2,645	18	56	58
Sheriffs and bailiffs	2,410	2,630	9	39	45

Sources: Statistics Canada, 1991 and 2006 censuses.

The median age of legal secretaries[6] has risen by 11 years since 1991, to 44 years of age in 2006. This rapid increase could reflect in part the fact that relatively few legal secretaries have been hired since 1991 or that many workers have changed their career from legal secretaries to paralegals. There were 16,470 fewer legal secretaries in 2006 than in 1991. Furthermore, in 2006, barely one half (52%) of legal secretaries were under age 45, compared with 81% in 1991.

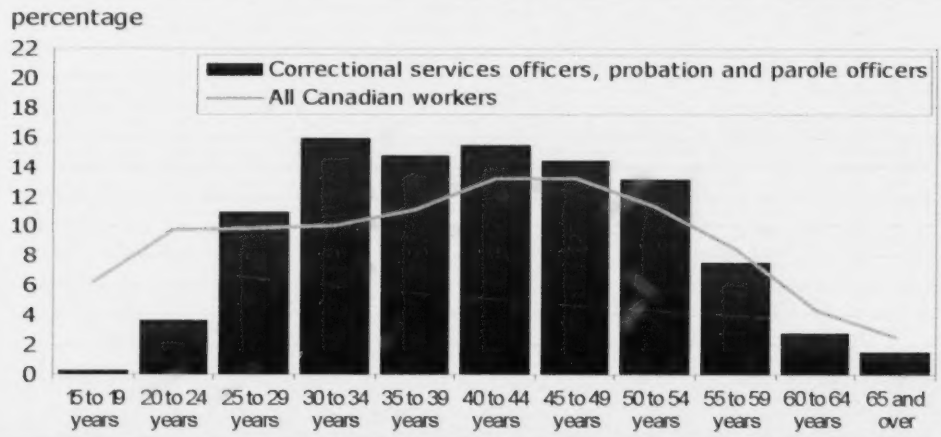
The marked increase in age of court personnel poses a major challenge in terms of workforce renewal. The number of court workers under 40 years of age fell 20% between 1991 and 2006, while the number of court workers aged 40 and older grew by 91%. Almost one fifth of these workers are 55 years of age and older and should be retiring in the near future. The high educational requirements, combined with the complexity of cases, will place additional pressure on the renewal of workers in this sector.

The number of correctional services workers fluctuates with the number of people supervised

The median age of correctional services personnel is comparable to that of all Canadian workers for both 1991 (37 years) and 2006 (41 years). However, their age structure is much more compact (Chart 7) in that there are more correctional services workers between the ages of 25 and 54 (84%) than is the case for Canadian workers as a whole (69%). In contrast, significantly fewer of them are under the age of 25 (4% compared to 16%) or 55 years and older (12% compared to 15%). This age structure is similar to that of police officers discussed previously.

6. Coding changes might account for a few errors in the number of legal secretaries reported. Therefore, caution should be used in analysing data on this group of workers.

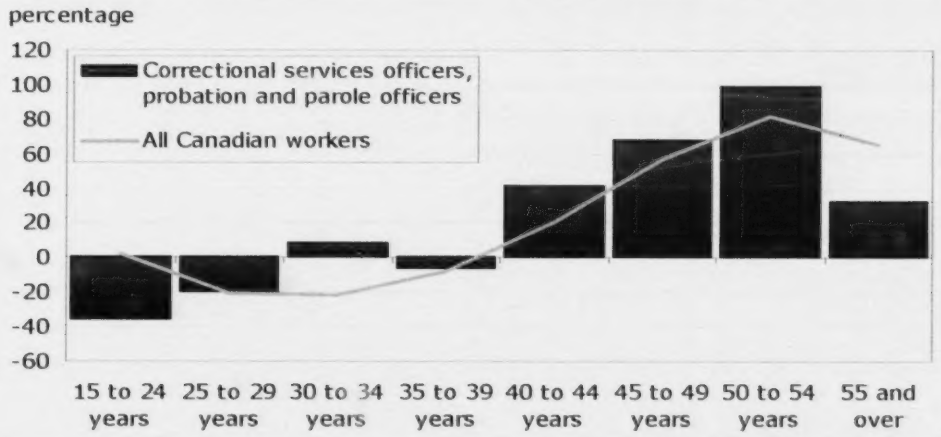
Chart 7
Age structure of correctional services personnel, 2006



Source: Statistics Canada, 2006 Census.

The change in the age structure of correctional services personnel is consistent with the national trend (Chart 8). However, their growth is stronger for workers aged 40 to 54. For all age groups, probation and parole officers experienced faster growth than did correctional service officers.

Chart 8
Growth in correctional services personnel by age group, 1991 to 2006



Source: Statistics Canada, 1991 and 2006 Censuses.

The number of correctional service officers rose by 6% from 1991 to 1996. This was followed by a 3% decrease between 1996 and 2001, then a 7% increase from 2001 to 2006. These variations in the number of correctional service officers show the same trend as that of the total number of people in custody (whether they were sentenced or remanded), as illustrated by the Corrections Key Indicators Report for Adults and Young Offenders data collected for this period: a 25% increase between 1991 and 1996, a 7% decrease between 1996 and 2001 and a 4% growth between 2001 and 2006.

Despite these fluctuations, it can be assumed that the officers' workload has increased over time. This is because, since 1991, the number of people in remand has jumped 128% while the number in sentenced custody has declined by 26%. Remand results in a greater workload for the officers. For example, people in remand must be transported more often because they appear in court more frequently (Landry and Sinha, 2008).

The number of probation and parole officers experienced sharper growth, climbing from 3,675 in 1991 to 5,720 in 2006, an increase of 56%. This growth occurred mainly between 1991 and 2001, when the number of probation and parole officers almost doubled. Between 2001 and 2006, their numbers fell 14%. This evolution is comparable to that of the number of offenders under supervision, which rose 53% between 1991 and 2001 before dropping 13% between 2001 and 2006.

Summary

Overall, justice personnel follow a similar aging trend to that of the total labour force. Between 1991 and 2006, the number of justice workers under 40 years of age declined, while workers aged 40 and older increased sharply. These opposing trends reflect the demographic change in the Canadian population as a whole: the decline in the fertility rate since the 1960s explains the drop in the number of persons under 40 years of age, while the aging of the large baby boomer cohort explains the increase in the number of persons 40 years of age and older.

The various groups of justice personnel present contrasting profiles. Among police officers, the number of workers under 40 years of age has remained stable since 1991. Among all justice sectors, the private security sector is the only one which saw an increase in its number of workers under the age of 40 between 1991 and 2006 (12%).

As for correctional services personnel, their trends are in line with those of all Canadian workers. The number of correctional services workers under the age of 40 decreased by 9% while the number of those aged 40 and over increased by 56%.

Court personnel are aging more rapidly than the Canadian labour force as a whole. In this sector, the number of workers under 40 years of age declined 20% between 1991 and 2006, while the number of workers 40 years and older almost doubled in the same period. This justice sector could face the greatest challenge in managing workforce growth and renewal in the future.

Studies show that the labour force in Canada will probably continue to grow in the next 25 years (Martel et al., 2007). Should the justice sector maintain its recruitment and renewal efforts, the number of justice workers would also be expected to increase.

Despite this growth, however, the age structure of the Canadian workforce will continue to age and the proportions of workers within the oldest age groups will increase, partly because the participation rate is growing for older workers (Martel et al., 2007). The increasing age structure will no doubt bring new challenges to the labour force of the various sectors of justice personnel.

Detailed data tables

Table 1 (1st part)
Labour force and age structure of workers in justice related occupations, Canada, 2006

	Total	Age groups					
		15 to 19 years	20 to 24 years	25 to 29 years	30 to 34 years	35 to 39 years	40 to 44 years
	number						
All Canadian workers	**16,498 525**	**1,026,335**	**1,603,970**	**1,618,620**	**1,663,335**	**1,825,680**	**2,182,890**
Workers in justice related occupations	**362,665**	4,225	27,960	40,295	44,090	45,965	47,350
Police officers	**69,305**	235	3,200	8,765	11,515	12,510	12,355
Private security personnel	**108,345**	3,365	16,685	12,310	10,075	9,420	9,260
Security guards and related occupations	**97,635**	3,150	15,415	11,025	8,970	8,295	8,045
Other protective service occupations	**10,705**	215	1,270	1,295	1,105	1,120	1,210
Courts personnel	**160,385**	570	7,190	16,520	18,595	20,400	21,940
Legal secretaries	**27,585**	200	1,710	2,225	2,255	3,645	4,185
Court recorders and medical transcriptionists	**7,765**	15	375	385	555	970	1,305
Court officers and justices of the peace	**4,555**	0	130	315	340	405	645
Court clerks	**3,395**	10	205	335	335	445	545
Judges	**2,645**	0	10	25	0	25	55
Lawyers and Quebec notaries	**75,105**	0	1,020	7,865	10,060	9,505	9,980
Paralegal and related occupations	**36,680**	340	3,660	5,140	4,735	5,050	4,945
Sheriffs and bailiffs	**2,630**	0	80	225	310	345	295
Correctional services personnel	**24,620**	55	880	2,695	3,905	3,630	3,795
Correctional services officers	**18,900**	45	705	2,090	2,990	2,825	2,860
Probation and parole officers	**5,720**	10	175	605	915	805	935

Table 1 (conclusion)
Labour force and age structure of workers in justice related occupations, Canada, 2006

	Age groups						
	Total	45 to 49 years	50 to 54 years	55 to 59 years	60 to 64 years	65 years and over	Median age
	number						years
All Canadian workers	**16,498,525**	**2,181,515**	**1,873,220**	**1,388,640**	**713,365**	**420,955**	**41**
Workers in justice related occupations	**362,665**	44,960	42,710	32,355	18,985	13,770	41
Police officers	**69,305**	9,695	7,205	2,930	655	240	39
Private security personnel	**108,345**	9,780	10,235	11,030	8,950	7,235	41
Security guards and related occupations	**97,635**	8,565	9,070	9,880	8,305	6,915	41
Other protective service occupations	**10,705**	1,215	1,165	1,150	640	320	41
Courts personnel	**160,385**	21,945	22,040	16,535	8,720	5,930	43
Legal secretaries	**27,585**	4,240	3,975	2,880	1,420	850	44
Court recorders and medical transcriptionists	**7,765**	1,325	1,135	1,020	480	200	46
Court officers and justices of the peace	**4,555**	835	755	655	340	135	47
Court clerks	**3,395**	590	455	360	95	20	43
Judges	**2,645**	195	500	655	630	550	58
Lawyers and Quebec notaries	**75,105**	9,865	10,870	8,105	4,340	3,495	44
Paralegal and related occupations	**36,680**	4,540	3,950	2,585	1,205	530	39
Sheriffs and bailiffs	**2,630**	350	390	270	205	160	45
Correctional services personnel	**24,620**	3,540	3,230	1,860	665	365	41
Correctional services officers	**18,900**	2,745	2,335	1,455	525	325	41
Probation and parole officers	**5,720**	795	895	410	135	40	41

Source: Statistics Canada, 2006 Census.

Table 2 (1st part)
Labour force and age structure of workers in justice related occupations, Canada, 2001

	Total	Age groups					
		15 to 19 years	20 to 24 years	25 to 29 years	30 to 34 years	35 to 39 years	40 to 44 years
	number						
All Canadian workers	**15,576,560**	**965,955**	**1,525,230**	**1,580,160**	**1,755,965**	**2,129,130**	**2,191,445**
Workers in justice related occupations	**333,825**	4,535	26,965	38,700	44,495	47,185	46,345
Police officers	**63,640**	195	2,880	7,880	11,120	11,875	11,055
Private security personnel	**90,560**	3,450	15,140	11,015	8,850	7,920	8,265
Security guards and related occupations	**79,515**	3,230	13,845	9,490	7,415	6,620	7,040
Other protective service occupations	**11,045**	220	1,290	1,525	1,435	1,305	1,230
Courts personnel	**155,285**	850	7,650	16,240	20,715	23,610	23,545
Legal secretaries	**44,215**	485	3,170	4,105	5,660	7,060	7,275
Court recorders and medical transcriptionists	**5,705**	10	210	330	585	920	970
Court officers and justices of the peace	**4,395**	0	190	255	335	540	720
Court clerks	**3,065**	10	145	240	435	570	490
Judges	**2,600**	0	15	45	15	55	105
Lawyers and Quebec notaries	**64,440**	20	940	6,725	9,160	10,160	9,885
Paralegal and related occupations	**28,320**	310	2,900	4,340	4,185	3,900	3,800
Sheriffs and bailiffs	**2,535**	10	80	200	340	405	300
Correctional services personnel	**24,360**	40	1,300	3,560	3,815	3,785	3,480
Correctional services officers	**17,720**	35	990	2,650	2,720	2,825	2,610
Probation and parole officers	**6,650**	10	315	910	1,095	960	865

Table 2 (conclusion)
Labour force and age structure of workers in justice related occupations, Canada, 2001

	Age groups						
	Total	45 to 49 years	50 to 54 years	55 to 59 years	60 to 64 years	65 years and over	Median age
	number						years
All Canadian workers	**15,576,560**	**1,959,585**	**1,638,555**	**1,012,265**	**503,555**	**314,715**	**39**
Workers in justice related occupations	**333,825**	43,950	37,230	22,185	12,160	10,075	40
Police officers	**63,640**	9,805	6,365	1,940	350	175	38
Private security personnel	**90,560**	7,385	8,985	8,295	6,195	5,060	39
Security guards and related occupations	**79,515**	6,185	7,680	7,505	5,685	4,820	39
Other protective service occupations	**11,045**	1,200	1,305	790	510	235	39
Courts personnel	**155,285**	23,230	19,185	10,695	5,035	4,530	41
Legal secretaries	**44,215**	6,810	4,960	2,820	1,230	640	40
Court recorders and medical transcriptionists	**5,705**	1,010	855	520	230	65	44
Court officers and justices of the peace	**4,395**	670	780	405	305	195	46
Court clerks	**3,065**	500	380	180	95	20	41
Judges	**2,600**	350	550	550	315	600	56
Lawyers and Quebec notaries	**64,440**	9,770	8,660	4,610	2,120	2,390	42
Paralegal and related occupations	**28,320**	3,760	2,675	1,370	585	495	38
Sheriffs and bailiffs	**2,535**	360	325	240	150	125	44
Correctional services personnel	**24,360**	3,535	2,695	1,255	585	310	39
Correctional services officers	**17,720**	2,500	1,845	855	455	235	39
Probation and parole officers	**6,650**	1,035	850	405	130	75	40

Source: Statistics Canada, 2001 Census.

Table 3 (1st part)
Labour force and age structure of workers in justice related occupations, Canada, 1996

	Total	Age groups					
		15 to 19 years	20 to 24 years	25 to 29 years	30 to 34 years	35 to 39 years	40 to 44 years
	number						
All Canadian workers	**14,812,700**	**857,730**	**1,503,930**	**1,703,960**	**2,077,910**	**2,155,440**	**1,977,505**
Workers in justice related occupations	**304,375**	2,950	24,985	40,445	46,975	44,035	43,685
Police officers	**60,265**	125	2,455	7,990	11,590	10,405	10,940
Private security personnel	**89,315**	2,350	15,315	12,260	9,415	7,845	7,420
Security guards and related occupations	**76,440**	2,150	13,490	10,265	7,600	6,395	6,165
Other protective service occupations	**12,880**	200	1,820	2,000	1,815	1,450	1,245
Courts personnel	**131,860**	450	6,095	17,300	21,975	21,860	21,500
Legal secretaries	**36,520**	230	2,920	5,820	6,535	6,230	5,090
Court recorders and medical transcriptionists	**5,545**	30	245	575	835	995	1,040
Court officers and justices of the peace	**3,400**	15	70	180	365	455	540
Court clerks	**2,690**	10	100	370	340	485	515
Judges	**2,310**	0	0	0	10	65	175
Lawyers and Quebec notaries	**58,825**	10	890	6,505	10,090	10,005	10,980
Paralegal and related occupations	**20,075**	145	1,740	3,510	3,410	3,260	2,815
Sheriffs and bailiffs	**2,490**	15	120	335	395	370	350
Correctional services personnel	**22,930**	25	1,125	2,890	3,990	3,920	3,825
Correctional services officers	**18,330**	20	990	2,405	3,275	3,055	2,860
Probation and parole officers	**4,600**	10	130	490	715	865	965

Table 3 (conclusion)
Labour force and age structure of workers in justice related occupations, Canada, 1996

	Age groups						
	Total	45 to 49 years	50 to 54 years	55 to 59 years	60 to 64 years	65 years and over	Median age
	number						years
All Canadian workers	**14,812,700**	**1,759,745**	**1,254,070**	**807,860**	**443,605**	**270,950**	**37**
Workers in justice related occupations	**304,375**	39,930	25,445	15,795	10,915	9,215	39
Police officers	**60,265**	10,430	4,585	1,345	295	95	38
Private security personnel	**89,315**	7,820	7,915	7,270	6,255	5,450	38
Security guards and related occupations	**76,440**	6,385	6,685	6,445	5,745	5,105	38
Other protective service occupations	**12,880**	1,430	1,230	825	510	345	36
Courts personnel	**131,860**	18,765	10,890	5,825	3,855	3,330	39
Legal secretaries	**36,520**	4,580	2,680	1,475	690	275	37
Court recorders and medical transcriptionists	**5,545**	685	560	315	200	70	40
Court officers and justices of the peace	**3,400**	575	455	265	175	295	45
Court clerks	**2,690**	385	260	85	85	45	40
Judges	**2,310**	395	410	345	425	490	56
Lawyers and Quebec notaries	**58,825**	9,570	4,975	2,380	1,625	1,790	40
Paralegal and related occupations	**20,075**	2,285	1,400	760	480	270	36
Sheriffs and bailiffs	**2,490**	280	160	190	170	105	40
Correctional services personnel	**22,930**	2,915	2,050	1,345	510	340	39
Correctional services officers	**18,330**	2,240	1,615	1,110	440	320	39
Probation and parole officers	**4,600**	675	435	235	75	15	40

Source: Statistics Canada, 1996 Census.

Table 4 (1st part)
Labour force and age structure of workers in justice related occupations, Canada, 1991

	Total	Age groups					
		15 to 19 years	20 to 24 years	25 to 29 years	30 to 34 years	35 to 39 years	40 to 44 years
	number						
All Canadian workers	**14,474,940**	**904,370**	**1,659,830**	**2,042,100**	**2,130,770**	**1,973,080**	**1,815,340**
Workers in justice related occupations	**303,230**	4,855	32,955	47,290	44,260	44,560	40,645
Police officers	**61,910**	140	4,150	10,410	10,390	11,330	11,670
Private security personnel	**90,785**	3,915	16,625	11,005	7,965	6,990	7,390
Security guards and related occupations	**81,865**	3,670	15,105	9,540	6,865	5,950	6,335
Other protective service occupations	**8,930**	245	1,520	1,465	1,100	1,045	1,055
Courts personnel	**129,640**	755	10,780	22,505	22,305	22,370	18,900
Legal secretaries	**44,055**	470	6,420	8,795	7,860	6,510	5,435
Court recorders and medical transcriptionists	**5,440**	35	465	875	975	1,025	685
Court officers and justices of the peace	**3,250**	10	60	245	335	400	545
Court clerks	**3,175**	30	285	545	520	505	400
Judges	**2,250**	0	0	25	40	105	215
Lawyers and Quebec notaries	**53,060**	0	1,100	8,195	9,605	11,155	9,435
Paralegal and related occupations	**15,980**	175	2,280	3,455	2,655	2,335	1,990
Sheriffs and bailiffs	**2,410**	30	170	360	320	340	190
Correctional services personnel	**20,875**	45	1,395	3,370	3,595	3,870	2,690
Correctional services officers	**17,225**	50	1,200	2,780	2,925	3,105	2,075
Probation and parole officers	**3,675**	0	195	595	670	765	620

Table 4 (conclusion)
Labour force and age structure of workers in justice related occupations, Canada, 1991

	Total	Age groups					Median age
		45 to 49 years	50 to 54 years	55 to 59 years	60 to 64 years	65 years and over	
	number						years
All Canadian workers	**14,474,940**	**1,387,295**	**1,032,100**	**778,310**	**475,870**	**275,875**	**36**
Workers in justice related occupations	**303,230**	28,615	20,115	16,725	12,630	10,580	37
Police officers	**61,910**	7,530	3,740	1,785	510	255	37
Private security personnel	**90,785**	6,805	7,365	8,490	7,665	6,570	39
Security guards and related occupations	**81,865**	6,005	6,715	7,970	7,310	6,400	39
Other protective service occupations	**8,930**	805	650	520	355	170	35
Courts personnel	**129,640**	12,160	7,395	5,265	3,785	3,420	36
Legal secretaries	**44,055**	3,440	2,345	1,395	930	455	33
Court recorders and medical transcriptionists	**5,440**	525	385	255	155	60	36
Court officers and justices of the peace	**3,250**	535	400	260	190	270	45
Court clerks	**3,175**	295	180	155	145	115	37
Judges	**2,250**	280	310	480	410	385	56
Lawyers and Quebec notaries	**53,060**	5,690	2,830	2,045	1,380	1,625	38
Paralegal and related occupations	**15,980**	1,180	745	450	390	325	33
Sheriffs and bailiffs	**2,410**	210	205	220	180	185	39
Correctional services personnel	**20,875**	2,110	1,620	1,180	670	330	37
Correctional services officers	**17,225**	1,810	1,370	1,005	610	295	37
Probation and parole officers	**3,675**	305	245	180	60	40	37

Source: Statistics Canada, 1991 Census.

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